



SABPP™

SA BOARD FOR
PEOPLE PRACTICES

Setting HR standards

SABPP **ANNUAL** **INTEGRATED** **REPORT** **2025**

Year of Appreciation in the Profession

SABPP - The Quality Assurance and HR Professional Body

25 HIGHLIGHTS OF 2025

1

Launch of
National
HR Day

2

Relaunch of 20
SABPP regions 4
more than previous
years

3

Celebration and
implementation
of Year of
Appreciation

4

First time HR
Auditing in DRC
Kamoa Mine (5
audits)

5

15th Board induction and
refresh of the People
Factor strategy for
the next three
years

6

Successful SABPP
conferences with a
total of over 500
delegates

7

SABPP staff development
and excellence (1 new
Dr and 1 new Prof in
the house)

8

Member participation
in the Annual General
Meeting (face-to-
face)

9

Resuscitated SAHRUF
conference and hosted
it at the SABPP
House

10

Participated in the
SAQA Mid-term
monitoring

11

Cementing
alliances with the
highlight being
Botswana HR
Professional
Society

12

Successfully
concluded
the Graduate
Programme
with a 33%
absorption

2025: YEAR OF
APPRECIATION IN
THE PROFESSION

2

13

Signed the Ethics Pledge with the Gauteng Premier

18

Active segmentation projects

22

North West University became the Best university aligned to the PPGS

15

Leadership refresh on all national and regional committees

14

Several active student chapters across the country

19

Increase in organisation/company/institute visits

23

Dr. Masoka (VUT) awarded the SABPP University HOD award

16

Green status on the NLRD for both membership and LQA

20

NWU Potch campus received the Best student chapter award

24

We continued 6 Factsheets aligned to the strategy

17

Zero percent membership fee increase for the third year in a row

21

MTN ESWATINI -become the winner for the overall best performing organisation in 2025 (HR Audits)

25

Almost 500 students wrote the SABPP FISA Exams

SABPP IN NUMBERS

688 New professional members in 2025

129

CPD active members

12 Universities accredited

Training providers who renewed/extended their accreditation **17**

TWELVE

Companies HR audited

87 The number of new registered members in the largest province outside Gauteng (Western Cape)

SIXTY FIVE

Approved CPD providers

3 403

Members fully retained

4 Member who joined via the RPL process

28 Assessors and Moderators

Number of members on the Buffet membership **87**

20 Provincial committees active across the country

14 National committees

Approximately **125** companies visited by SABPP

R13,109,581

SABPP accumulated Surplus

R14,670,540

Annual SABPP Revenue

R1,086,061

Financial surplus (profit)

143

Delegates who attended various Ethics 1 training sessions

R18,087,187

Total Assets

39 951

LinkedIn members

14

HR Policies workshops delegates

474

FISA exams entrants

27 Strategic HR Business Partnering workshops delegates

18 967

X (formerly Twitter) followers

2 453

Instagram followers

FIFTY TWO

People Practices & Governance Standards

7 Field Agents active

SIX Factsheets published

6 569

Facebook followers

65 Members who upgraded from one level to the next.

110

Delegates attended the Main People Factor conference

TEN Full-time employees

Chairperson REMARKS

The year under review was marked by disciplined governance, strategic resilience, and renewed organisational focus for the South African Board for People Practices (SABPP). Our mandate remained firmly centered on strengthening the HR profession, promoting ethical leadership, and ensuring long-term organisational sustainability in a dynamic environment.

A Year of Appreciation

The year 2025 was formally designated the Year of Appreciation, recognising the contribution of HR professionals and advancing recognition practices across South Africa. This theme informed our culture, stakeholder engagements, and national presence. A key milestone was achieved on 18 October 2025 with the official launch of National HR Day at SABPP House, attracting strong national participation.

Governance and Financial Stewardship

The Board continued to uphold the highest standards of ethical leadership, accountability, and transparency. Despite ongoing economic pressures and heightened stakeholder expectations, SABPP maintained sound financial management, strengthened governance oversight, and ensured responsible allocation of resources aligned to sustainability objectives.

Leadership and Structural Renewal

The induction of the 15th Board, supported by a refreshed People Factor Strategy, provided clear strategic direction for the next three-year cycle. Leadership renewal across national and regional structures further enhanced governance effectiveness and stakeholder engagement.

Growth and National Footprint

SABPP relaunched 20 regional structures, including four new regions, significantly expanding its national reach and member engagement. Student participation increased through the establishment of active chapters nationwide. The introduction of National HR Day further elevated the profession's visibility and impact.

Key Achievements

- Successful delivery of the Year of Appreciation, reinforcing a culture of recognition
- Hosting of conferences attended by more than 500 delegates, reflecting strong sector confidence
- Revival of the SAHRUF Conference, strengthening academic–industry collaboration
- Completion of HR audits in the Democratic Republic of Congo, marking SABPP's first cross-border auditing initiative
- Strengthened regional partnerships, including collaboration with the

- Botswana HR Professional Society
- Signing of the Ethics Pledge with the Gauteng Premier, advancing the national ethics agenda
- Increased member engagement, including a fully attended in-person Annual General Meeting

Appreciation

I extend my sincere appreciation to the 15th Board, executive leadership, SABPP staff, national and regional committee members, and our partners for their commitment and support. Together, we continue to build an organisation defined by integrity, resilience, and impact.

Looking Ahead

As we enter the new reporting period, our focus remains on delivering strategic value, strengthening governance, and supporting the HR profession in navigating future challenges with confidence. In this context, 2026 has been declared the Year of Clarity.

From Appreciation to
Clarity

Tshepo Y. Mosadi

BOARD CHAIRPERSON
SOUTH AFRICAN BOARD FOR PEOPLE PRACTICES | SABPP



Forematter

BY THE CEO

Dear Stakeholders

As we look back on the year behind us, I am filled with a profound sense of gratitude and inspiration. What we have accomplished together is more than a collection of milestones it is a powerful story of resilience, purpose, and shared belief in the future we are building. In a world shaped by shifting global and local realities, our team has risen with courage and clarity. We did not merely adapt to challenges we transformed them into opportunities for growth, innovation, and impact. This spirit is what continues to set us apart.

Our commitment to **Appreciation as a strategic imperative** ignited a movement of recognition across the country. The launch of the **National HR Day for South Africa** was not just an event it was a historic expression of gratitude for every HR professional who shapes the soul of our workplaces. It reminded us that when people feel valued, organisations thrive. Our journey reached far beyond our borders. Through HR Audits in the **DRC, Eswatini, and Botswana**, we expanded our footprint and deepened our continental influence. Standing on DRC soil, conducting five successful mine audits, we carried the South African and SABPP flags with pride demonstrating excellence that resonates across Africa.

We also championed ethical leadership with unwavering conviction. The signing of the **ethics pledge with the Gauteng Government**, led by Premier Panyaza, reaffirmed our belief that integrity is not just a value it is a commitment to building a nation we can be proud of. Our compliance achievements speak to our discipline and dedication. With **SAQA reaffirming our status, Green standing on the NLRD**, ongoing alignment with **SARS and DSD**, and an **unqualified audit**, we continue to demonstrate that excellence is not an act but a habit. Financially, we grew by about **5%**, and our journey towards diversified income streams is bearing fruit. Reducing our reliance on membership income brings us closer to international best practice and positions us to achieve our **2030 target of 40%** a vision within reach.

Each achievement whether on paper, in the field, or in the hearts of those we serve reflects the dedication of our staff, the leadership of our Board and committees, and the unwavering support of our stakeholders. You are the heartbeat of our progress. As we look to the future, we do so with bold ambition. We will expand into new markets, harness technology to unlock new possibilities, elevate operational excellence, reimagine alliances, strengthen membership value, and roll out content and segmentation strategies that meet the evolving needs of our profession. Above all, we will continue to lead with purpose, ensuring our work uplifts society and protects the future of our environment.

Thank you for walking this journey with us. Thank you for believing in what we stand for. Together, we are not only shaping the future we are building a legacy of excellence for generations to come.

Enjoy reading our report card, and may it inspire you as much as this journey inspires us

Xolani L. Mavande

CHIEF FORESIGHT CHAMPION
SOUTH AFRICAN BOARD FOR PEOPLE PRACTICES | SABPP





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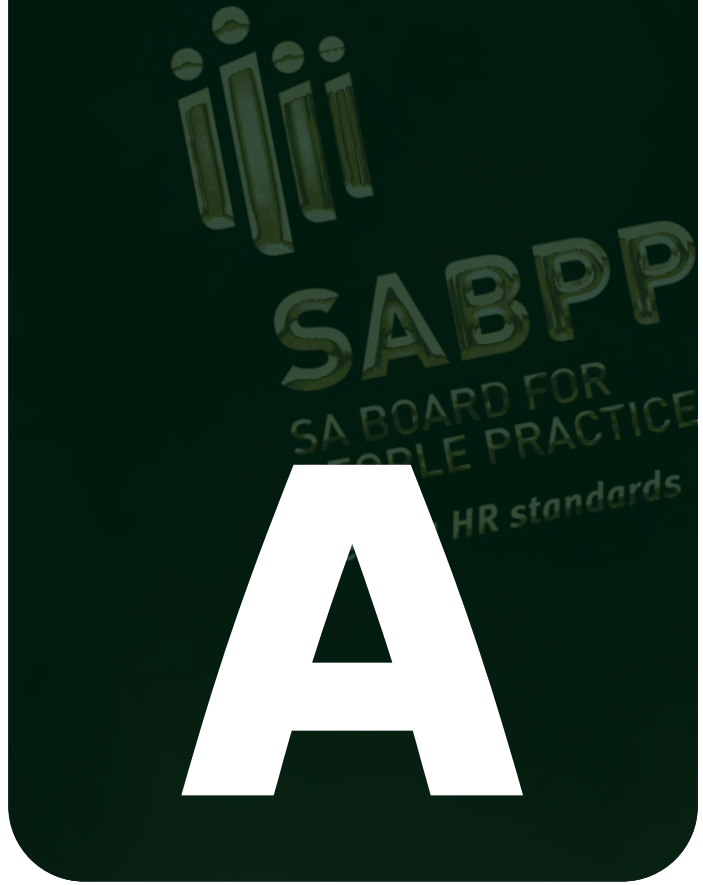
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PART



INTRODUCTION AND OVERVIEW

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VISION AND MISSION

HOW TO BECOME A MEMBER

CODE OF CONDUCT

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OUR SOCIAL AND ENVIRONMENTAL IMPACT

ALLIANCES

STRATEGY

WHO WE ARE

SABPP is an independent Professional Body and leading authority on Human Resources and people management practice in South Africa. It is an accredited training and education provider and Professional Body for human resources and people management professionals.

The SABPP was established in 1982 and was set up as an autonomous body to be the standards and professional registration body for the HR profession. Over the last 40 years, the SABPP has registered thousands of HR professionals on five different and progressive levels.



SABPP™

SA BOARD FOR
PEOPLE PRACTICES

Setting HR standards

OBJECTIVES OF SABPP

1

To promote the HR profession and people practices in South Africa.

2

To promote the quality and standard of HR education and training and HR providers in the field.

3

To quality assure HR providers, to register HR assessors and moderators and to certificate learners in the field of HR practice.

4

To promote collaboration in the fields of education and training.

5

To advise the relevant Minister(s), or any other party, on any matters falling within the scope of Human Resources and People Management.

6

To communicate to the Minister(s), or any other party, information on matters of public or professional importance acquired by the SABPP during the performance of its functions.

7

To exercise authority in respect of all matters affecting the standard of professional conduct of persons in HR practice who are voluntarily registered in terms of this Charter.

PHILOSOPHY OF SABPP

To enable those engaged in the HR profession to make a significant contribution to:

- their organisation, in terms of its management and utilisation of human resources.
- the individual employee or future employee, in the realisation of his or her potential, in terms of his or her aspirations; and
- the community at large, in terms of an enhanced quality of life.

OUR VISION

To be a world-respected HR professional Body, leading the way with people practices standards, professional competence and active citizenry

OUR MISSION

To lead and give a credible voice to the HR profession based on clear standards of governance, quality assurance and professionalism in human resource management and people practices in the workplace.

Our key focus is on adding value and contributing to the sustainability of organisations.

HOW TO BECOME A MEMBER

The SABPP is the professional body for HR professionals in South Africa. The body professionalises the HR function to ensure that HR becomes an increasingly recognised and respected profession. There are three requirements that need to be met before a professional level is approved.



The Professional Registration Committee assesses the applications and approves of the final levels subject to successful completion of Board Exams, where required:



2026 MEMBERSHIP FEES

2026 NEW REGISTRATION FEES

	Standard Fees	Buffet Fees
Master HR Professional	R4 335	R9 215
Chartered HR Professional	R3 585	R8 495
HR Professional	R2 775	R7 705
HR Associate	R2 245	R7 195
HR Technician	R1 885	R6 855

2026 RENEWAL FEES

	Standard Renewal	Buffet Renewal
Master HR Professional	R2 375	R7 255
Chartered HR Professional	R2 035	R6 945
HR Professional	R1 695	R6 625
HR Associate	R1 225	R6 175
HR Technician	R905	R5 875

SABPP CODE OF PROFESSIONAL CONDUCT

SABPP has a value-based code of conduct that articulates the behaviour expected and required from members. This code requires a greater degree of self-regulation from members since it's mainly a guiding principle intended to ensure that SABPP members act with honesty and integrity within their organisations, engage in acts that promote a benefit to society. Below is the code:

INDIVIDUAL PRACTITIONER COMMITMENTS



I further commit myself to enhance and support the reputation of our HR profession through my personal conduct and my professional behaviour.

I serve society through applying my knowledge and skills in partnering with and serving managers and employees to:

▶ **Make a difference to the communities I touch;**

▶ **Develop performance, skills and quality of work life of all employees;**

▶ **Support sustainability of the organisation;**

▶ **Contribute to the economic and social development of South African society inside and in the external context of my organisation.**

▶ **Promote ethical behaviour within organisations**

COMPLAINTS

The 'Policy & Procedure for hearing complaints against members of the SABPP' document is accessible by members when lodging complaints.

RESPONSIBILITY

- I. I accept responsibility for the outcomes of my decisions and actions.
- II. I accept responsibility to think proactively and anticipate positive and negative consequences of my decisions and actions.
- III. I accept responsibility to ensure compliance with the Constitution, laws, regulations, Codes of Good Practice, and my organisation's policies and codes.
- IV. I accept responsibility to work towards achieving SABPP's HR Management Standards thereby living good practice.
- V. I accept my responsibility to assist in building an organisation fully representative of the broader population at all levels and which eliminates institutional racism and other barriers to equality, employment equity.
- VI. I accept responsibility to bring serious breaches of the SABPP's ethical values by other SABPP members to the attention of the SABPP in terms of the complaints procedure.
- VII. I accept responsibility to work towards universal professional registration of people working in HR roles through encouraging colleagues to register with the SABPP.

INTEGRITY

- I. I understand that my effectiveness as a credible activist HR practitioner rests on my personal integrity
- II. I commit to build trust in me through acting with:
 - a. Honesty
 - b. Objectivity
 - c. Fairness of judgement
 - d. Consistency of action.
- III. I commit to declare and address actual and potential conflicts of interest as they arise in my professional and personal capacity.
- IV. I commit to ensuring that I meet agreed expectations of the people I serve.

RESPECT

- I. I commit to upholding human rights as enshrined in the Constitution of my country and to make human rights values part of my everyday life and language by listening, learning, communicating and educating, and by being open minded and impartial.
- II. I commit to treat everyone with dignity, fairness and respect.
- III. I commit to work towards eliminating discrimination of whatever type and to uphold the principles of anti-discrimination and anti-racism in the workplace and in society.
- IV. I commit to work towards achieving equality and diversity and to ensure that prejudice and discrimination do not go unchallenged. I will follow all SABPP professional guidelines and standards promoting diversity in the workplace.
- V. I respect the confidentiality of information that is entrusted to me.
- VI. I respect members of the various work teams of which I am part and ensure that I behave effectively as a team member.

COMPETENCE

- I. I understand and accept that it is our professional duty to integrate and apply sound human resource management principles, policies and practices in accordance with the SABPP's HRM Standards in all aspects of people management and to assess the value that we add.
- II. I commit to ensure that I am competent to perform my professional HR role and that I have a good understanding of the business of my organisation.
- III. I regularly assess myself against the expectations of the profession and the changing requirements of my roles and undertake personal and professional development where I have identified gaps.
- IV. I make sure I keep myself up to date with knowledge in the HR field through continuing professional development.
- V. I ensure that I am aware of the limits of my professional competence and I refer to other professionals where appropriate.
- VI. I commit to supporting my fellow HR practitioners in developing their competence including through role modelling and mentoring.

SOCIAL AND ENVIRONMENTAL IMPACT

- ▶ Sponsorship of the best HR student per university R10 000per campus, totalling R100 000 in 2025
- ▶ The HR Citizen committee continues encouraging members and professionals to donate their time and expertise to promote helping and support the communities.

SABPP ALLIANCES



school of government
Department:
National School of Government
REPUBLIC OF SOUTH AFRICA



INSTITUTE OF
PEOPLE MANAGEMENT
OF ZIMBABWE



SAQA
SOUTH AFRICAN QUALIFICATIONS AUTHORITY



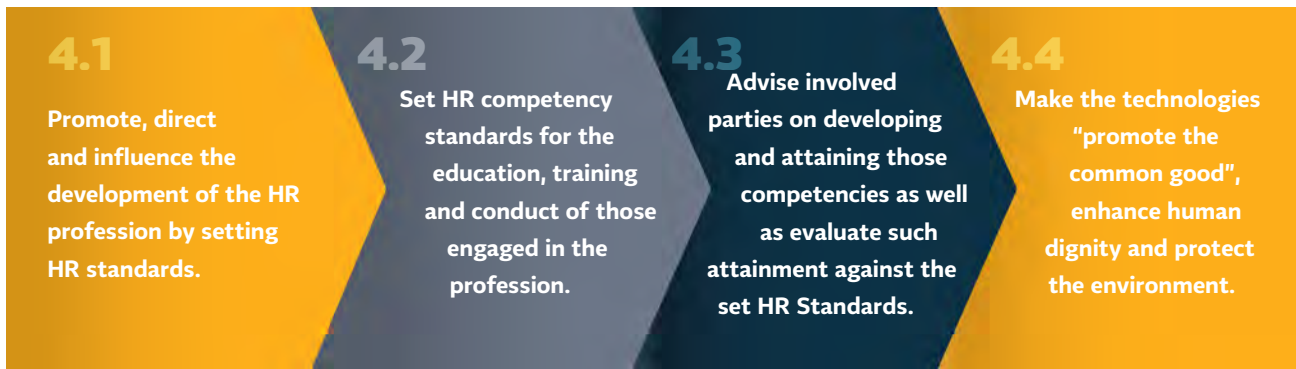
CIPD



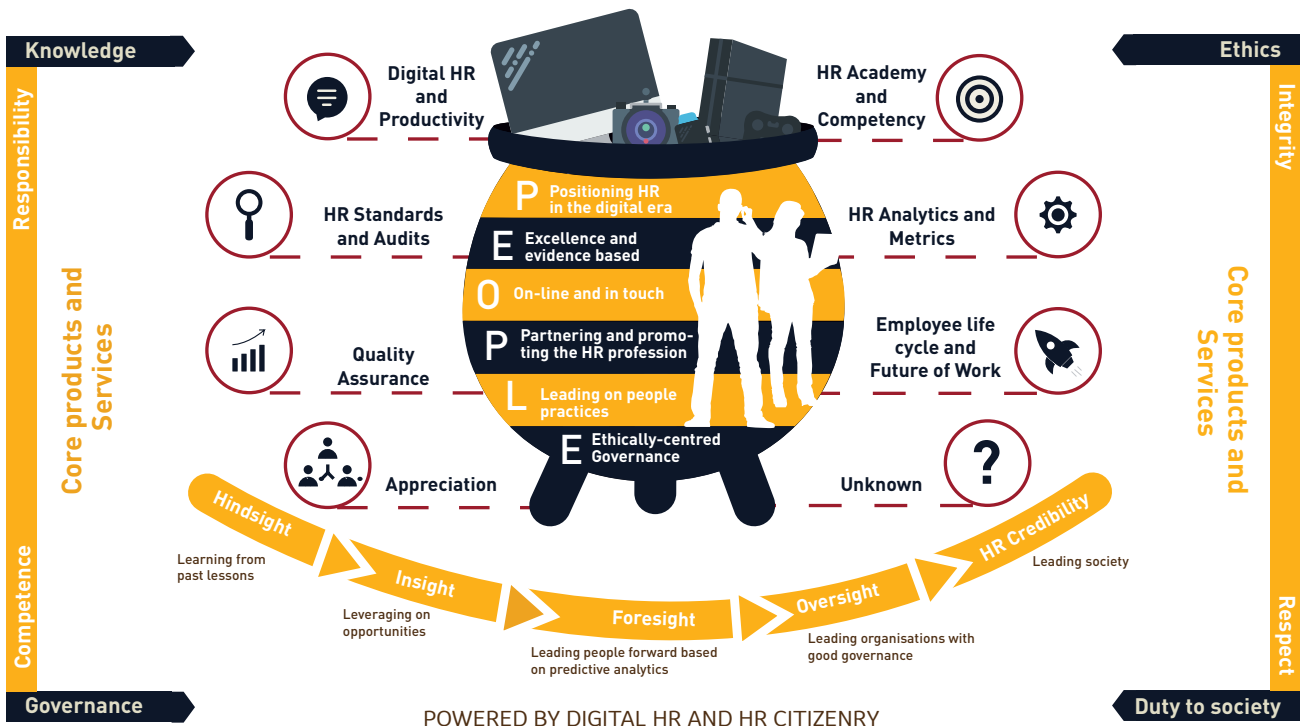
SOUTH AFRICAN LOCAL GOVERNMENT ASSOCIATION (SALGA)	<p>SALGA is an important stakeholder in professionalising the local government workforce and enabling effective service delivery. SALGA is undertaking a number of strategic interventions in planning for and realising the goals of the National Framework Towards the Professionalisation of The Public Sector. SABPP has been supporting SALGA where required in this professionalisation journey</p>	
SOUTH AFRICA QUALIFICATION AUTHORITY (SAQA)	<p>PLACEHOLDER TEXT</p>	
SOUTH AFRICAN PAYROLL ASSOCIATION (SAPA)	<p>The alliance with South African Payroll Association serves to promote sound payroll practices.</p>	
CHARTERED INSTITUTE OF PERSONNEL AND DEVELOPMENT (CIPD)	<p>The CIPD is the professional body for HR and people development in the UK and globally. For our members, this alliance recognises our standing and quality assurance as SABPP members, as the CHRP and MHRP levels can apply for recognition and registration at the equivalent levels of Chartered and Chartered Fellow with the CIPD.</p>	
INSTITUTE OF PEOPLE MANAGEMENT OF ZIMBABWE (IPM)	<p>IPM Zimbabwe and IPM Eswatini Building relations and partnerships with our fellow African peers and professional bodies is one of the strategic priorities of the SABPP. The longstanding alliance with IPM Zimbabwe is one of the initiatives that SABPP had undertaken for our SADC neighbouring country. Another initiative is the alliance with IPM Eswatini on the HRM Standards and HR audits for example.</p>	
COACHES AND MENTORS OF SOUTH AFRICA (COMENSA)	<p>Two of the strategic objectives of the alliance are the development of the related Standards and competency framework. The aim is to use various interventions with COMENSA to help develop our HR members in their coaching and mentoring skills and provide a pipeline of mentors for our young aspiring future HR leaders as they enter the world of work.</p>	
SOUTH AFRICAN REWARD ASSOCIATION (SARA)	<p>The alliance with South African Reward Association (SARA) serves to promote sound reward practices. Skills development is one of the national priorities for South Africa and is critical to answering the many disruptions from the changing world of work, 4IR, and global factors including the COVID pandemic. The alliance with the ASDSA is important for this. The ASDSA represents skills development practitioners.</p>	
DEPARTMENT: NATIONAL SCHOOL OF GOVERNMENT, REPUBLIC OF SOUTH AFRICA	<p>The National School of Government is a key partner for professionalising HR and help influence the policies and provision of people practices in the public sector of South Africa. The NSG played a key role in developing the National Framework Towards the Professionalisation of The Public Sector which was ratified by Cabinet.</p>	
NATIONAL COUNCIL OF & FOR PERSONS WITH DISABILITIES (NCPD)	<p>The National Council of and for Persons with Disabilities (NCPD) is a key partner to help address disability and inclusion. The NCPD contributed towards the development of the Disability Standard.</p>	
ASSOCIATION OF CERTIFIED FRAUD EXAMINERS (ACFE)	<p>The Association of Certified Fraud Examiners is a longstanding partner of the SABPP. We will continue to build our collaboration to further good governance and address critical issues such as the protection of whistle blowers.</p>	
ASSOCIATION FOR SKILLS DEVELOPMENT IN SOUTH AFRICA (ASDSA)	<p>PLACEHOLDER TEXT</p>	
THE ETHICS INSTITUTE	<p>Ethics is one of the pillars of professionalism for the SABPP. As a professional body, SABPP advocates ethical conduct by individuals, organisations, and society in general. One of the key alliance partners of the SABPP in this regard is The Ethics Institute, whose aligned mission is “enabling and supporting the cultivation of ethical organisations”.</p>	
ASSOCIATION OF MINING INDUSTRY HUMAN RESOURCES PRACTITIONERS (AMIHRP)	<p>PLACEHOLDER TEXT</p>	
HUMAN RESOURCE PROFESSIONAL SOCIETY- BOTSWANA (HRPS)	<p>The alliance with the Human Resource Professionals’ Society – Botswana is another important alliance with our SADC neighbouring country. Together the professional bodies will explore the advancement of human resource professionalism, including the HR Standards and HR audits.</p>	

SABPP STRATEGY

The aim of the SABPP strategy is to:



THE PEOPLE FACTOR STRATEGY #HR202030



PART



BOARD AND COMMITTEES

THE SABPP BOARD

THE 15TH SABPP BOARD

NATIONAL COMMITTEES

REGIONAL COMMITTEES

THE SABPP BOARD

The South African Board for People Practices (SABPP) Board consists of ten (10) HR professionals, consultants, and academics elected by SABPP members every three years. In line with the principles of King IV Report on Corporate Governance, the Board has co-opted two (2) additional specialists in legal and finance to ensure the appropriate balance of skills, independence and governance oversight required to fulfil its mandate.

Board members are eligible for re-election or co-option for a maximum of two (2) terms. All members serve on a voluntary basis, contributing their expertise and leadership in the best interest of the HR profession and SABPP stakeholders.

The 15th Board remains committed to advancing the professionalisation of HR, strengthening governance excellence, and ensuring that SABPP continues to lead the People Practices agenda with integrity, relevance, and impact.

15TH BOARD KEY DECISIONS / HIGHLIGHTS DEC 2025

IN NO PARTICULAR ORDER

Official launch of **National HR Day**, strengthening the visibility and recognition of the HR profession nationally.

Strong member participation at the Annual General Meeting, hosted face-to-face.

Relaunch of 20 SABPP Regions — four more than previous years — enhancing regional footprint and member engagement.

Cementing regional alliances, highlighted by collaboration with the Botswana HR Professional Society.

Celebration and implementation of the **Year of Appreciation**, reinforcing a culture of recognition across the profession.

Zero percent membership fee increase for the third consecutive year.

- Implementation of seamless member registration at the HRT level
- COO Appointment

On behalf of all members, committee and staff we say thank you once again for their commitment to the profession.

THE 15TH SABPP BOARD

NOVEMBER 2024 - NOVEMBER 2027



Board Chairperson

TSHEPO
Tshepo Yvonne Mosadi
Daybreak Foods

CHRP



Board 1st Vice Chairperson

DUSTIN
Dustin Hogg
Barlworld Equipment
Southern Africa

MHRP



**Board 2nd Vice Chairperson
Higher Education Chairperson**

LYLE
Lyle Grant Markham
University of Free State,
Bloemfontein

CHRP



HR Audit Council Chairperson

MICHELLE
Dr Michelle Strickland
Naidu Consulting

MHRP



LQA Chairperson

MARITSA
Dr Maritsa Grewe
Milpark Education

MHRP



Professional Registration Chairperson

LERATO
Lerato Mahlasela
Gordon Institute of
Business Science (GIBS)

CHRP



Board Member

JUSTICE
Justice Nkosi
Sasol Energy

CHRP



Board Member

MARISKA
Mariska Smith Beyer
Fraser Alexander

CHRP



Board Member

NASIMA
Prof Nasima M.H Carrim
University of Pretoria

MHRP



Board Member

LEROY
Leroy Moalusi

MHRP



**Legal Specialist
Risk and Audit Committee Member**

ROFHIWA
Rofhiwa Hildah Muthambi
RH Muthambi Attorneys

**Attorney/
Conveyancer**



**Finance Specialist
Risk and Audit Chairperson**

KOLOBE
Kolobe Mashala
Agricultural Research
Council

CA(SA)



Chief Executive Officer

XOLANI
Xolani L. Mawande
Chief Foresight Champion
SABPP

MHRP



Sabpp Supporting Staff

SELLINA
Sellina Tshaba
Governance Practitioner
SABPP



NATIONAL COMMITTEES

ETHICS



CHAIRPERSON | Yendor Felgate

CHRP

PURPOSE

To uphold ethical standards, manage disciplinary matters, and promote professional conduct aligned to the SABPP Code of Ethics.

2025 HIGHLIGHTS

EC

- Reconstituted Disciplinary Subcommittee
- Partnered with HR Governance Committee on Ethics & HR Governance Conference

HR GOVERNANCE



CHAIRPERSON | Elizabeth Dhlamini-Kumalo

MHRP

PURPOSE

To strengthen HR governance practices in alignment with King V principles and position HR as a strategic governance partner at Board level.

2025 HIGHLIGHTS

HRGOV

- Review of SABPP Charter for AGM adoption
- Development of Stakeholder Matrix aligned to King V

LEARNING & QUALITY ASSURANCE



CHAIRPERSON | Dr Maritsa Grewe

MHRP

PURPOSE

To ensure quality assurance of HR qualifications, oversee accreditation of SDPs, and maintain professional education standards.

2025 HIGHLIGHTS

LQA

- 474 students wrote the FISA examination
- 14 SDPs granted extension of scope

CONTINUOUS PROFESSIONAL DEVELOPMENT



CHAIRPERSON | Adina de Vries

MHRP

PURPOSE

To oversee CPD frameworks, ensure ongoing professional learning, and maintain competency standards of registered members.

2025 HIGHLIGHTS

CPD

- Hosted Annual Learning & Development Conference
- Strengthened governance through elections and sub-committee definition

HIGHER EDUCATION



CHAIRPERSON | Lyle Markham

MHRP

PURPOSE

To collaborate with universities and academic forums to align HR curricula with SABPP standards and professional requirements.

2025 HIGHLIGHTS

HE

- SAHRUF Conference at SABPP House
- Vice Chair Elections conducted

PROFESSIONAL EVALUATION



CHAIRPERSON | Lerato Mahlasela

MHRP

PURPOSE

To evaluate professional registration applications and ensure fair, consistent, and standards-based assessment processes.

2025 HIGHLIGHTS

PE

- Introduced automatic HR Technician registration
- Improved system-based evaluation turnaround times

CHANGE MANAGEMENT



CHAIRPERSON | Dustin Hogg

CHRP

PURPOSE

To advance change management capability within the HR profession and promote best practice in organisational transformation.

2025 HIGHLIGHTS

CMC

- Collaboration with ACMP/SIOPSA
- CPD-accredited publications and events

HR CITIZEN



CHAIRPERSON | Gcina Mthembu

HRP

PURPOSE

To promote HR professionalism among emerging practitioners and foster community engagement within the HR ecosystem.

2025 HIGHLIGHTS

HRC

- Re-elected and strengthened the committee
- Renewed strategic focus with new members

HR AUDIT COUNCIL



CHAIRPERSON | Dr Michelle Strickland

MHRP

PURPOSE

To conduct independent HR audits, assess compliance with SABPP HR Standards, and enhance governance, accountability, and professional credibility.

2025 HIGHLIGHTS

HRA

- Established a fully functional new Audit Council
- Increased audit delivery and operational momentum

HR RESEARCH & INNOVATION



CHAIRPERSON | Dr Joice Baloyi

MHRP

PURPOSE

To drive HR research, innovation, digital governance integration, and thought leadership within the profession.

2025 HIGHLIGHTS

HRRI

- Integrated with the IT Governance Committee
- Appointed new expert members

RISK & AUDIT



CHAIRPERSON | Kolobe Mashala

Co-opted Financial Specialist

PURPOSE

To oversee financial governance, risk management, internal controls, and audit compliance within SABPP.

2025 HIGHLIGHTS

R&A

- Approved 2026 Budget
- Approved no increase in membership fees for 2026

MENTORING



CHAIRPERSON | Rachabane Kope

CHRP

PURPOSE

To facilitate structured mentoring programmes supporting candidate HR professionals and professional registration pathways.

2025 HIGHLIGHTS

MC

- New Member Induction Programme
- Mentoring Strategy (2025–2027) for HR Candidates

LEARNING & DEVELOPMENT



CHAIRPERSON | Prashini Pina

HRP

PURPOSE

To support HR capability building through learning initiatives, professional events, and development frameworks.

2025 HIGHLIGHTS

L&D

- Hosted Annual Learning & Development Conference
- Strengthened governance structures

LABOUR MARKET



CHAIRPERSON | Bedelia Theunissen

MHRP

PURPOSE

To provide thought leadership on labour market trends, workforce transformation, employment legislation, and future-of-work dynamics.

2025 HIGHLIGHTS

LMC

- Hosted Labour Market Conference (30 October 2025)
- Onboarded new committee members

REGIONAL COMMITTEES



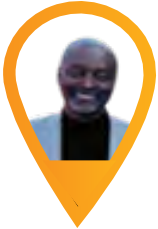
CAPE TOWN | Western Cape

CHAIRPERSON

Dr Hein Brand

2025 HIGHLIGHTS

- Establishment of a Functional Western Cape Committee
- Member Engagement & Visibility Activation



TSHWANE | Gauteng

CHAIRPERSON

Amos Mthembu

2025 HIGHLIGHTS

- Labour Indaba SABPP Presentation
- Meet & Greet Event



GREATER GAUTENG | Gauteng

CHAIRPERSON

Vusi Mahlangu

2025 HIGHLIGHTS

- Regional Committee Activation
- Stakeholder Engagement Initiatives



SOUTH VAAL | Gauteng

CHAIRPERSON

Dr Josiah Masoka

2025 HIGHLIGHTS

- Mentoring of SABPP Vaal Student Chapter
- HR Professional Peer Check-ins Initiative



WELKOM | Free State

CHAIRPERSON

Dr Thasi Malefetsane

2025 HIGHLIGHTS

- Official Launch of the Region
- Selection of the Regional Committee



BLOEMFONTEIN | Free State

CHAIRPERSON

Ms Saajida Abdulla

2025 HIGHLIGHTS

- Central University of Technology HR Summit
- Rosebank College HR Career Engagement



RUSTENBURG | North West

CHAIRPERSON

Daniel Machai

2025 HIGHLIGHTS

- Regional Committee Activation
- Committee Structure Established



MAHIKENG | North West

CHAIRPERSON

Selekisho Ofentse

2025 HIGHLIGHTS

- Training on Revised HRM Standards
- Participation in HR Auditors Training



POTCHEFSTROOM | North West

CHAIRPERSON

Dr Debbie Mtshelwane

2025 HIGHLIGHTS

- Committee Establishment (June 2025)
- Participation in SABPP Strategic Session



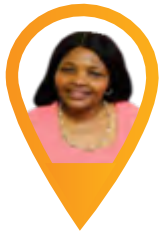
GQEBERHA | Eastern Cape

CHAIRPERSON

Trevor Amos

2025 HIGHLIGHTS

- HRM Audit Initiative
- Advancement of Professional Standards in Select Organisations



EAST LONDON | Eastern Cape

CHAIRPERSON

Sindiswa Majova

2025 HIGHLIGHTS

- Women's Day HR Event
- Strategic Planning Session



MTHATHA | Eastern Cape

CHAIRPERSON

Sinxolo Mjulwa

2025 HIGHLIGHTS

- Regional Committee Establishment
- Committee Structuring



POLOKWANE | Limpopo

CHAIRPERSON

Ms Mankoni Ramoraswi

2025 HIGHLIGHTS

- Official Launch of the Region
- Selection of the Regional Committee



TZANEEN | Limpopo

CHAIRPERSON

Danie Swanepoel

2025 HIGHLIGHTS

- Interview Skills Exposure Event (UNIVEN)
- SABPP Generic Presentation Sessions



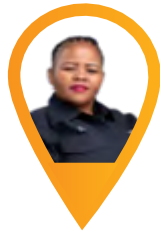
PIETERMARITZBURG | KwaZulu-Natal

CHAIRPERSON

Rueben Dlamini

2025 HIGHLIGHTS

- Launch of the New KZN Region
- Invitation to uMngeni-uThukela Water Development Day



KATHU | Northern Cape

CHAIRPERSON

Maureen Lumatha

2025 HIGHLIGHTS

- Regional Meet & Greet
- National Strategic Session Participation



KIMBERLEY | Northern Cape

CHAIRPERSON

Nkululeko Kheshiwe

2025 HIGHLIGHTS

- Engagement with Provincial HR Forum
- Initial Engagement with Sol Plaatje University



LOWVELD | Mpumalanga

CHAIRPERSON

Mr Mpilo Dube

2025 HIGHLIGHTS

- Rosebank College Student Engagement Workshop
- UMP Career Expo



HIGHVELD | Mpumalanga

CHAIRPERSON

Dr Thulani Skosana

2025 HIGHLIGHTS

- Relaunch of the Committee
- New Leadership Elections

PART



YOUTH MATTERS

- STUDENT CHAPTERS
- MARIUS MEYER AWARDS
- EXCELLENCE AWARDS

STUDENT CHAPTERS

2025 ACTIVITIES

- Registration campaign
- Games Night Event
- Community Outreach
- Academic Event
- NWU SABPP Certificate Ceremony/relaunching of Student Chapter
- Year-End Event



CHAIRPERSON
Zoe Montague



University of Venda

CHAIRPERSON
Lerato Mathe



2025 ACTIVITIES

- Webinar (Building a successful career in HRM and IPS)
- Community Outreach
- UNIVEN GBV Awareness Event
- Interview Skills Exposure

2025 ACTIVITIES

- VUT SABPP Student Chapter awareness event
- SABPP Student Conference event
- Voting for the new Student Chapter



VAAL UNIVERSITY OF TECHNOLOGY
Inspiring thought. Shaping the future.

CHAIRPERSON
Makhanane Sethola



MARIUS MEYER AWARDS

The Marius Meyer Awards recognise outstanding excellence and innovation in the HR profession, celebrating the top three winners as among the best in the world in HR.

FIRST PRIZE

Jason Schickerling R20 000

SECOND PRIZE

Katlego Mpu R10 000

THIRD PRIZE

Rene Snyman R7 500



EXCELLENCE AWARDS



UNIVERSITY OF PRETORIA | UP

- » Elizna Grobler
- » Thanzila Noor Mahomed



NORTH-WEST UNIVERSITY - POTCHEFSTROOM | NWU

- » Linkie Amogelang Tjiane
- » Bokamosho Maikgoshu
- » Bonolo Mophuting
- » Charne Niemann
- » Danike van Eyk
- » Franciska-Louise Raubenheimer
- » Heike van Rooyen
- » Julia De Abreu
- » Kari Kriel
- » Karla Potgieter
- » Ruby Coad
- » Tristin Hoffman
- » Zandile Badela
- » Esmari Serdyn
- » Letitia Swart
- » Twane Maartens



VAAL UNIVERSITY OF TECHNOLOGY | VUT

- » Dolly Mpanza



UNIVERSITY OF CAPE TOWN | UCT

- » Nura Brandreth
- » Robyn Barnett-Harris
- » Zoe Cosmopoulos



CAPE PENINSULA UNIVERSITY OF TECHNOLOGY | CPUT

- » Elizna Grobler
- » Thanzila Noor Mahomed

PART

D

FINANCE REPORT

GOVERNING BODY'S RESPONSIBILITIES AND APPROVAL

GOVERNING BODY'S REPORT

REPORT ON THE AUDIT OF FINANCIAL STATEMENTS

STATEMENT OF FINANCIAL POSITION

STATEMENT OF COMPREHENSIVE INCOME

STATEMENT OF CHANGES IN EQUITY

STATEMENT OF CASH FLOW

SA Board For People Practices

(Registration Number 117-218 NPO)

Financial Statements for the year ended 31 December 2025

Governing Body's Responsibilities and Approval

The governing body are required by the Nonprofit Organisation Act of South Africa to maintain adequate accounting records and are responsible for the content and integrity of the financial statements and related financial information included in this report. These financial statements have been prepared in accordance with the IFRS for SMEs[®] Accounting Standard as issued by the International Accounting Standards Board (IASB[®]) and it is their responsibility to ensure that the financial statements satisfy the financial reporting standards with regards to form and content and present fairly the statement of financial position, results of operations and business of the organisation, and explain the transactions and financial position of the business of the organisation at the end of the financial year. The financial statements are based upon appropriate accounting policies consistently applied throughout the organisation and supported by reasonable and prudent judgements and estimates.

The governing body acknowledge that they are ultimately responsible for the system of internal financial control established by the organisation and place considerable importance on maintaining a strong control environment. To enable the governing body to meet these responsibilities, the governing body set standards for internal control aimed at reducing the risk of error or loss in a cost effective manner. The standards include the proper delegation of responsibilities within a clearly defined framework, effective accounting procedures and adequate segregation of duties to ensure an acceptable level of risk. These controls are monitored throughout the organisation and all employees are required to maintain the highest ethical standards in ensuring the organisation's business is conducted in a manner that in all reasonable circumstances is above reproach.

The focus of risk management in the organisation is on identifying, assessing, managing and monitoring all known forms of risk across the organisation. While operating risk cannot be fully eliminated, the organisation endeavours to minimise it by ensuring that appropriate infrastructure, controls, systems and ethical behaviour are applied and managed within predetermined procedures and constraints.

The governing body are of the opinion that the system of internal control provides reasonable assurance that the financial records may be relied on for the preparation of the financial statements. However, any system of internal financial control can provide only reasonable, and not absolute, assurance against material misstatement or loss. The going-concern basis has been adopted in preparing the financial statements. Based on forecasts and available cash resources the governing body have no reason to believe that the organisation will not be a going concern in the foreseeable future. The financial statements support the viability of the organisation.

The financial statements have been audited by the independent auditing firm, MASA Chartered Accountants Incorporated, who have been given unrestricted access to all financial records and related data, including minutes of all meetings of the governing body, the governing body and committees of the governing body. The governing body believe that all representations made to the independent auditor during the audit were valid and appropriate. The external auditor's unqualified audit report is presented on pages 6 to 8.

The financial statements set out on pages 9 to 22, and the supplementary information set out on pages 23 to 24 which have been prepared on the going concern basis, were approved by the governing body and were signed on 10 March 2026 on their behalf by:



Mr. Xolani Lemakatso Mawande
(CEO)



Ms. Tshepo Yvonne Mosadi
(Chairperson)



SA Board For People Practices

(Registration Number 117-218 NPO)

Financial Statements for the year ended 31 December 2025

Governing Body's Report

The governing body present their report for the year ended 31 December 2025.

1. Review of financial results and activities

Main business and operations

The organisation is a Human Resource Professional and Quality Assurance Body. There were no major changes herein during the year.

The organisation generated a surplus after tax for the year ended 31 December 2025 of R1,086,061 (2024: R1,064,150).

The organisation's revenue increased from R13,946,377 in the prior year to R14,477,449 for the year ended 31 December 2025.

The organisation's cash flows from operating activities changed from an inflow of R3,318,893 in the prior year to an inflow of R1,518,973 for the year ended 31 December 2025.

2. Going concern

The financial statements have been prepared on the basis of accounting policies applicable to a going concern. This basis presumes that funds will be available to finance future operations and that the realisation of assets and settlement of liabilities, contingent obligations and commitments will occur in the ordinary course of business.

The governing body is not aware of any material changes that may adversely impact the organisation. The governing body is also not aware of any material non-compliance with statutory or regulatory requirements or of any pending changes to legislation which may affect the organisation.

The financial statements have been prepared on the going concern basis, since the governing body has every reason to believe that the organisation has adequate resources in place to continue in operation for the foreseeable future.

3. Events after reporting date

After the reporting date, but before the approval of these financial statements, the Governing Body approved an employee incentive scheme on 18 February 2026 based on the financial results reflected in these financial statements. The related incentive has accordingly been recognised as an accrual in these financial statements.

The governing body is not aware of any matter or circumstance arising since the end of the financial year to the date of this report that could have a material effect on the financial position of the organisation.

4. Governing Body's interest in contracts

To our knowledge none of the governing body members had any interest in contracts entered into during the year under review.



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 Website: www.masaauditors.co.za

Company Registration No.: 2018/332260/21 | Practice No.: 918640-0000

TO THE GOVERNING BODY FOR SA BOARD FOR PEOPLE PRACTICES NPO

REPORT ON THE AUDIT OF FINANCIAL STATEMENTS

Opinion

We have audited the financial statements of SA Board for People Practices set out on pages 9 to 22, which comprise the statement of financial position as at 31 December 2025 and the statement of comprehensive income, statement of changes in reserve and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the financial statements present fairly, in all material respects, the financial position of SA Board for People Practices as at 31 December 2025, and its financial performance and cash flows for the year then ended in accordance with International Financial Reporting Standards for Small and Medium-sized Entities (IFRS for SME's) and the requirement of the Nonprofit organisation Act of South Africa.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the organisation in accordance with the Independent Regulatory Board for Auditors' *Code of Professional Conduct for Registered Auditors* (IRBA Code) and other independence requirements applicable to performing audits of financial statements in South Africa.

We have fulfilled our other ethical responsibilities in accordance with the IRBA Code and in accordance with other ethical requirements applicable to performing audits in South Africa. The IRBA Code is consistent with the corresponding sections of the International Ethics Standards Board for Accountants' *International Code of Ethics for Professional Accountants (including International Independence Standards)*. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other information

The governing body is responsible for the other information. The other information comprises the governing body' Report and the supplementary information set out on pages 23-24. Other information does not include the financial statements and our auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we do not express an audit opinion or any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

Based on the work we have performed; we have nothing to report in this regard.



BEYOND ASSURANCE – BUILDING TRUST, EMPOWERING GROWTH

Directors: TE Mashilwane CA(SA), RA, MBA | B Mungofa CA(SA), RA

SA Board For People Practices

(Registration Number 117-218 NPO)

Financial Statements for the year ended 31 December 2025

Statement of Financial Position

Figures in Rands	Notes	2025	2024
Assets			
Non-current assets			
Property, plant and equipment	3	9,314,629	9,177,023
Current assets			
Trade and other receivables	4	873,381	823,280
Cash and cash equivalents	5	7,899,177	6,892,529
Total current assets		8,772,558	7,715,809
Total assets		18,087,187	16,892,832
Reserves and liabilities			
Reserves			
Accumulated surplus		13,067,958	11,981,897
Other non-distributable reserves	6	41,623	-
Total reserves		13,109,581	11,981,897
Liabilities			
Current liabilities			
Trade and other payables	7	1,889,121	1,604,078
Income received in advance	8	3,088,485	3,306,857
Total current liabilities		4,977,606	4,910,935
Total reserves and liabilities		18,087,187	16,892,832

SA Board For People Practices

(Registration Number 117-218 NPO)

Financial Statements for the year ended 31 December 2025

Statement of Comprehensive Income

Figures in Rands	Notes	2025	2024
Revenue		14,477,449	13,946,377
Other income		193,091	147,794
Administrative expenses		(605,002)	(443,453)
Operating expenses		(13,492,531)	(13,141,556)
Other losses	9	-	(15,834)
Surplus from operating activities	10	573,007	493,328
Finance income	11	513,054	570,822
Surplus before tax		1,086,061	1,064,150
Income tax expense	12	-	-
Surplus for the year		1,086,061	1,064,150
Other comprehensive income net of tax			
Gains on revaluation		41,623	-
Total other comprehensive income that will not be reclassified to surplus or deficit		41,623	-
Total comprehensive income		1,127,684	1,064,150

Statement of Changes in Equity

Figures in Rands	Revaluation surplus	Accumulated surplus	Total
Balance at 1 January 2024	-	10,917,747	10,917,747
Surplus for the year	-	1,064,150	1,064,150
Total comprehensive income for the year	-	1,064,150	1,064,150
Balance at 31 December 2024	-	11,981,897	11,981,897
Balance at 1 January 2025	-	11,981,897	11,981,897
Surplus for the year	-	1,086,061	1,086,061
Other comprehensive income	41,623	-	41,623
Total comprehensive income for the year	41,623	1,086,061	1,127,684
Balance at 31 December 2025	41,623	13,067,958	13,109,581

SA Board For People Practices

(Registration Number 117-218 NPO)

Financial Statements for the year ended 31 December 2025

Statement of Cash Flows

Figures in Rands	Note	2025	2024
Cash flows from operations			
Surplus for the year		1,086,061	1,064,143
Adjustments to reconcile surplus			
Adjustments for finance income		(513,054)	(570,822)
Adjustments for increase in trade accounts receivable		(89,453)	(714,772)
Adjustments for decrease in other operating receivables		39,351	396,550
Adjustments for increase / (decrease) in trade accounts payable		117,561	(538,626)
Adjustments for (decrease) / increase in other operating payables		(50,890)	2,580,607
Adjustments for depreciation		416,343	515,157
Adjustments for gains and losses on disposal of non-current assets		-	15,834
Total adjustments to reconcile surplus		(80,142)	1,683,928
Net cash flows from operations		1,005,919	2,748,071
Interest received		513,054	570,822
Net cash flows from operating activities		1,518,973	3,318,893
Cash flows used in investing activities			
Purchase of property, plant and equipment		(512,325)	(3,054,639)
Cash flows used in investing activities		(512,325)	(3,054,639)
Net increase in cash and cash equivalents		1,006,648	264,254
Cash and cash equivalents at beginning of the year		6,892,529	6,628,275
Cash and cash equivalents at end of the year	5	7,899,177	6,892,529

PART



CELEBRATING EXCELLENCE: SPECIAL RECOGNITION

HR AUDIT AWARDS

PROVIDER AWARDS

STUDENT AWARDS

SABPP ACCREDITED UNIVERSITY AWARDS

MEMBERSHIP AWARDS

APPRECIATION AWARDS (2025 YEAR OF
APPRECIATION)

COMPANIES CONNECTED WITH IN 2025

HR AUDIT



BEST AUDITOR

Karen Hudson | SALGA



BEST LEAD AUDITOR

Suraan Moodley | Ariston Global (Pty) Ltd



HR AUDIT | HR BUSINESS ALIGNMENT STANDARDS AWARD

MTN eSWATINI



HR AUDIT | HR ARCHITECTURE STANDARDS AWARD

Diamond Trading Company Botswana (DTCB)



HR AUDIT | HR VALUE & DELIVERY STANDARDS AWARD

MTN eSWATINI



HR AUDIT | OVERALL BEST PERFORMING ORGANISATION 2025

MTN eSWATINI



PROVIDER



LEADING CONTINUOUS PROFESSIONAL DEVELOPMENT PROVIDER
CPD
eStudy



LEADING SKILLS DEVELOPMENT PROVIDER
SDP
Milpark Education



LEADING ORGANISATION SUPPORTING YOUTH DEVELOPMENT AND EMPOWERMENT
MDDA



STUDENT



LEADING STUDENT CHAPTER
North West University Potchefstroom



LEADING LECTURER SUPPORTING STUDENTS AND STUDENT CAPTER
Debbie Mtshelwane | North West University Potchefstroom



NATIONAL MARIUS MEYER SABPP EXCELLENCE AWARD
Jason Schickerling | University of Pretoria



SABPP ACCREDITED UNIVERSITY



HEAD OF DEPARTMENT OF NOTE | UNIVERSITY

Dr Josiah Masoka | Vaal University of Technology



BEST UNIVERSITY ALIGNED TO THE PPGS

Noth West University



MEMBERSHIP



**LEADING ORGANISATION SUPPORTING HR PROFESSIONALISM:
PUBLIC SECTOR**

Umgeni-uThukela Water



**LEADING ORGANISATION SUPPORTING HR PROFESSIONALISM:
PRIVATE SECTOR**

Sichen Iron Ore Company (Pty) Ltd



SABPP MEMBERSHIP AMBASSADOR

Malope Audrey Madavhu | Compensation Fund



APPRECIATION AWARDS

2025 YEAR OF APPRECIATION



JONATHAN GOLDBERG
Global Business Solutions



DR ASIEL KUBU
Vice Admiral | Retired



DR CHRISTOPHER MC CREANOR
Independant



DR MICHAEL GLENSOR
Revlon Elizabeth Arden South Africa



DR RICA VILJOEN
Independant | Former SABPP Board Member



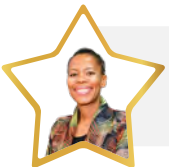
SIHLE REGINALD MKHIZE
Ethekwini Municipality



NJABULO KHUZWAYO
Compensation Fund



PROF WILLIE CHINYAMURINDI
University of Fort Hare



LERATO MAHLASELA
Gordon Institute of Business Science



INFOMAGE RIMS GROUP | IRG

COMPANIES CONNECTED WITH IN 2025

- » 21st Century
- » Academy of York
- » Alexander Forbes
- » Alula Technology
- » Amatola Water Board
- » Association of Change Management Professionals
- » Association of Workplace Investigators
- » Assore mines
- » BCX
- » Bill Gates Foundation
- » BMI
- » Boston City Campus
- » Botswana Professional Society for HR
- » Bowmans
- » Cape Peninsula University of Technology
- » CEF
- » Cell C
- » Central Bank of eSwatini
- » Central University of Technology
- » City Power
- » CMAC
- » COGTA
- » Competition Commission
- » Daybreak Farms
- » Department of Employment and Labour
- » Dube Trade
- » E4
- » Eastern Cape Treasury
- » Eduvos
- » eSwatini Revenue Services
- » eThekweni Municipality
- » Exxaro
- » FAIS Ombud
- » Gauteng Partnership Fund (GPF)
- » Global Prospectus Development Institute
- » Grid International
- » Havas
- » HR Analytics Institute
- » HRB Intelligence
- » Hulett Tongaat (Malawi)
- » Institute of Municipal Personnel Practitioners of Southern Africa
- » InsydeOUT
- » Interwaste Environmental Solution
- » Inverroche
- » IPM Namibia
- » IPM Zimbabwe
- » JET Education Services
- » KAMOA Copper
- » Kanu
- » Krone Mines
- » Lanseria Airport
- » Learning Magnet
- » Lightstone

- » Mac Telecoms
- » Makwa IT
- » MAN Automotive
- » MANCOSA
- » Mangosuthu University of Technology
- » Media24
- » Metro Fibre
- » MGI RAS
- » MICTSETA
- » MictSeta
- » Milpark Education
- » Mind the Gap
- » Mine Health and Safety
- » Mineworkers Provident Fund
- » Momentum
- » Mondalez
- » Mozambican Association of Human Resources
- » Mpumalanga Treasury
- » Nedbank
- » Nelson Mandela University
- » Netstar
- » Niterra
- » Nomatu
- » Northwest University
- » Ntantiso & Associates
- » NTP
- » Nurture health
- » Nyeleti Consulting
- » Old Mutual Insure
- » Optinum
- » OTASA
- » PPS Group
- » Public Servants Association (PSA)
- » QCTO
- » Railway Safety Regulator
- » RCL
- » Revlon
- » SAHRA
- » SALGA
- » Sandral Shipyards
- » SanParks
- » SANTAM
- » Schauenburg International Africa Group
- » Services SETA
- » Siemens
- » SIOPSA
- » South African Nursing Council
- » Southern Ocean Electric Wire (SOEW)
- » Stadio Higher Education
- » Standard bank
- » Startech
- » Symrise
- » TASEZ
- » Telcon
- » Tiger Brands
- » TOKISO
- » Trade, Industry and Competition
- » Training and Resources in Early Education
- » Tshwane Automotive Special Economic Zone
- » Tshwane University of Technology
- » Tuboseal services
- » University of Cape Town
- » University of Free State
- » University of Johannesburg (UJ)
- » University of Limpopo
- » University of Pretoria
- » University of South Africa
- » University of Venda
- » University of Western Cape
- » University of Witwatersrand
- » Vaal University of Technology
- » Vodacom
- » Walter Sisulu University
- » Woolworths
- » WSU
- » Yellowseed

PART

SABPP INTERNAL MATTERS

OPERATIONS

HUMAN CAPITAL

EQUITY

MEMBERSHIP

MARKETING

PRODUCT SOLUTION AND BUSINESS

HR AUDIT

PEOPLE PRACTICES AND GOVERNANCE
STANDARDS

SPECIAL PROJECTS

HR CANDIDATE PROGRAMME

RESEARCH AND ASSURANCE

RESEARCH

FACT SHEETS

UNIVERSITY ACCREDITATION

LEARNING AND QUALITY ASSURANCE

HUMAN CAPITAL

STAFF MOVEMENT

- » On a bittersweet note, we bid farewell to Ronel Coetzee after 8 years of outstanding service. We wish her well in her next chapter.

BURSARIES

The following staff obtained SABPP bursaries:

- » Thulani Ndwandwe 3rd year BCom
- » Lindiwe Nombaca 1st year MBA

OUTSTANDING LONG SERVICE AWARDS

SABPP celebrated the following staff members for their long and dedicated service. since joining the SABPP:

- » Prof Ajay Jivan – 5 years
- » Zanele Ndiweni – 10 years
- » Thulani Ndwandwe – 7,5 years
- » Bongekile Ndaba – 12,5 years
- » Lindiwe Nombaca – 10 years

OUTSTANDING LONG SERVICE AWARDS

- » **Staff Birthday Celebrations:** SABPP staff regularly celebrated one another's birthdays throughout the year, fostering a culture of appreciation. These moments contributed positively to employee morale and strengthened interpersonal relationships within the organisation.
- » **Academic Achievement Celebration:** SABPP proudly celebrated Dr Kgomotso Mopalami on the successful completion of her PhD. This achievement reflects the organisation's commitment to lifelong learning, academic excellence, and the professional development of its employees.
- » **Staff Wellness Initiatives:** SABPP enhanced employee wellness by participating in Walk the Talk 2025, encouraging physical activity, healthy lifestyles, and collective well-being. The initiative aligned with SABPP's broader focus on holistic employee wellness.
- » **Year-End Function:** A year-end function was hosted to acknowledge and appreciate staff for their dedication, commitment, and hard work throughout 2025.



EQUITY

SABPP Staff and Management Profile

Occupational Level	Male				Female				Foreign National		TOTAL	AIC Numbers	AIC %age	Gender Numbers	Gender %age	SA Black Females	
	A	I	C	W	A	I	C	W	Male	Female						Numbers	%age
Senior Management	1	1	0	0	1	0	0	0	0	0	3	3	100%	1	33%	1	33%
Junior management	0	0	0	0	4	0	0	0	0	0	4	4	100%	4	100%	4	100%
Staff and semi skilled	3	0	0	0	5	0	0	0	0	0	8	8	100%	5	63%	5	63%
TOTAL	5	1	0	0	10	0	0	0	0	0	15	15	100%	10	67%	10	67%

SABPP Board

Occupational Level	Male				Female				Foreign National		TOTAL	AIC Numbers	AIC %age	Gender Numbers	Gender %age	SA Black Females	
	A	I	C	W	A	I	C	W	Male	Female						Numbers	%age
Board Exco	0	0	2	0	1	0	0	0	0	0	3	3	100%	1	33%	1	33%
Board Members incl Exco	3	0	2	0	3	1	0	3	0	0	12	9	75%	7	58%	4	33%

SABPP Professional Membership (All membership)

Occupational Level	Male				Female				Foreign National		TOTAL	AIC Numbers	AIC %age	Gender Numbers	Gender %age	SA Black Females	
	A	I	C	W	A	I	C	W	Male	Female						Numbers	%age
MHRP	59	11	12	80	77	22	14	77	1	2	416	195	55%	191	54%	113	32%
CHRP	181	28	21	164	249	72	36	190	6	8	1201	587	61%	553	58%	357	37%
HRP	536	50	65	192	975	211	227	527	32	34	3141	2064	72%	1972	69%	1413	50%
HRA	272	17	31	60	693	90	103	191	15	25	1713	1206	81%	1092	73%	886	59%
HRT	174	13	15	32	466	54	51	84	18	14	833	773	84%	673	73%	571	62%
TOTAL	1222	119	144	528	2460	449	431	1069	83	72	6577	4825	73%	4481	68%	3340	51%



MEMBERSHIP

New Registrations started off at a very slow pace average pace, in the month of April we have seen an increase in applications due to the effectiveness of the system and from June due to the discount offered. Although we first experience a slow interest on new registration in the beginning of the year, we had hoped that we would be over the target as we also had the a big group (Eastern Cape Department of Education) that paid in the previous year and members were expected to register in 2025. The Department paid for 250 members in late 2025 and only 43 of them registered. No new registrations were done from the group in 2025.

The committee met online quarterly to discuss any challenges regarding applications and also had two extra special committees meeting to elect the new vice chairs and to train new committee members.

86%

of the target was met on new membership. 688/800

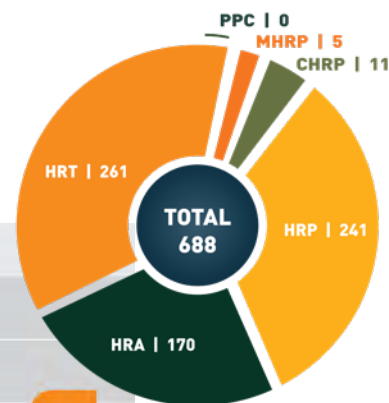
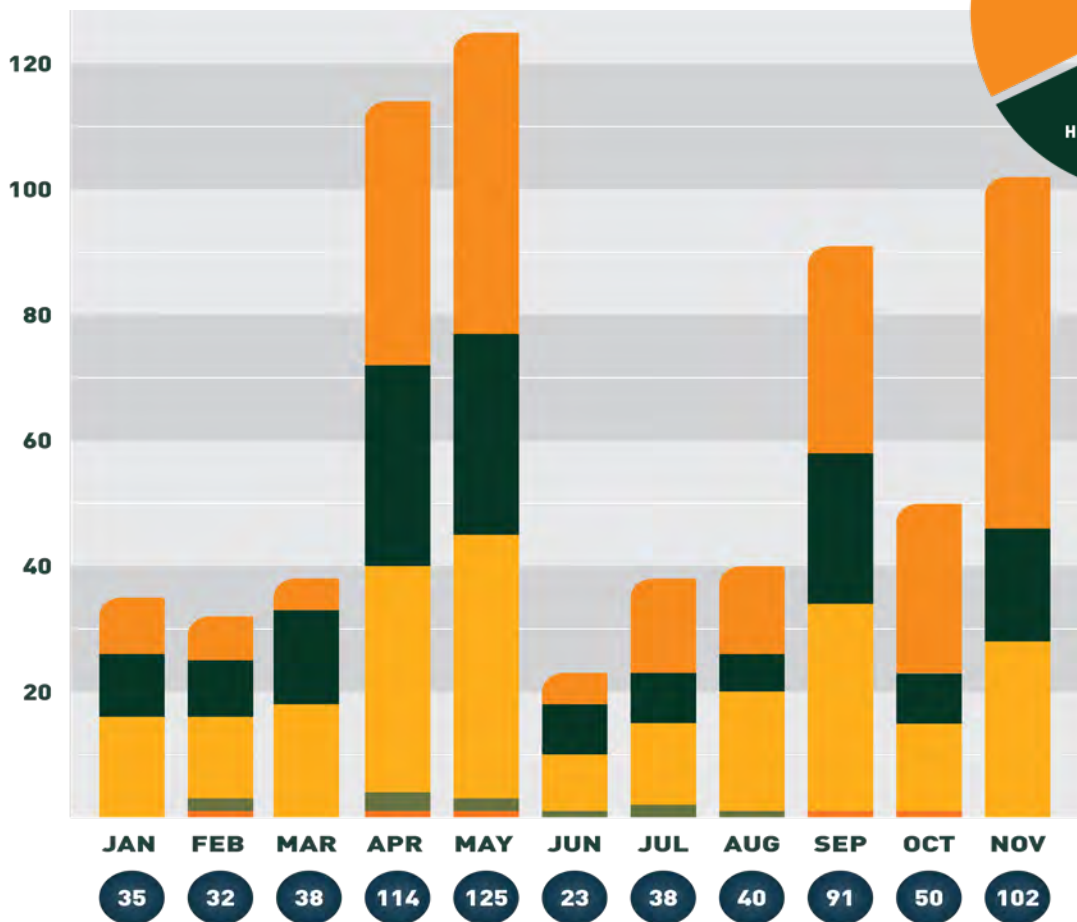
68%

of the targeted members renewed their membership. 3403/5000

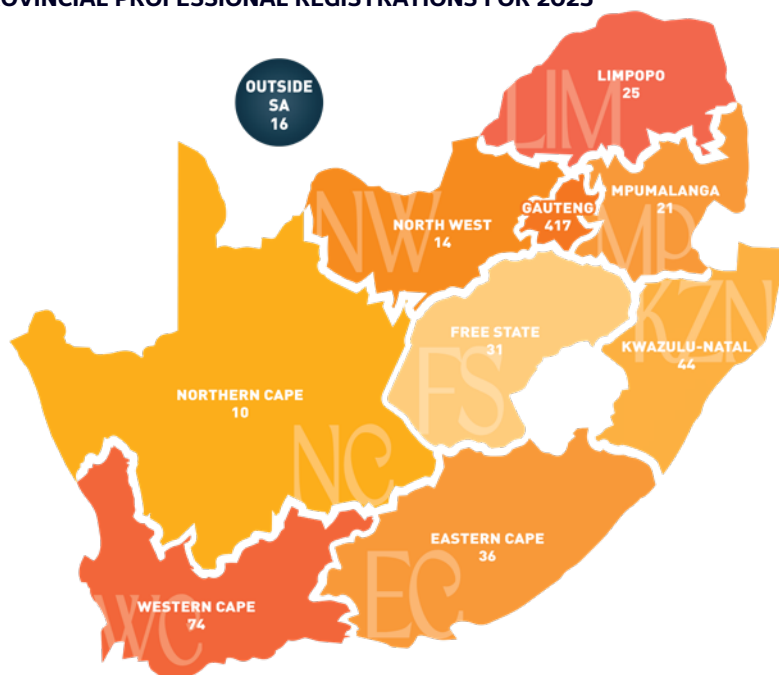
NEW MEMBER REGISTRATION

The monthly professional registrations per level and overall totals are depicted in the table below

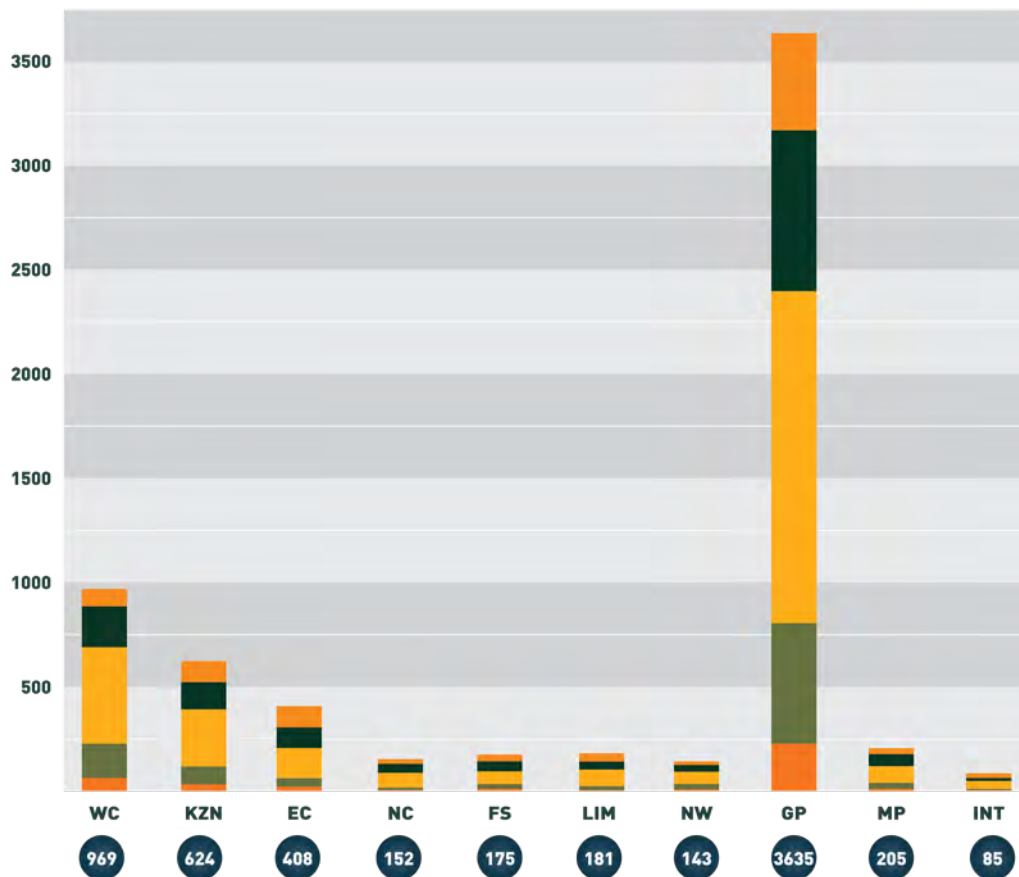
PROFESSIONAL MEMBERSHIP REGISTRATION 2025 PER LEVEL



PROVINCIAL PROFESSIONAL REGISTRATIONS FOR 2025



OVERALL PROFESSIONAL REGISTRATIONS FOR 5 YEARS



PEAKS

5 HIGHEST PERFORMING MONTHS IN THE PAST 5 YEARS



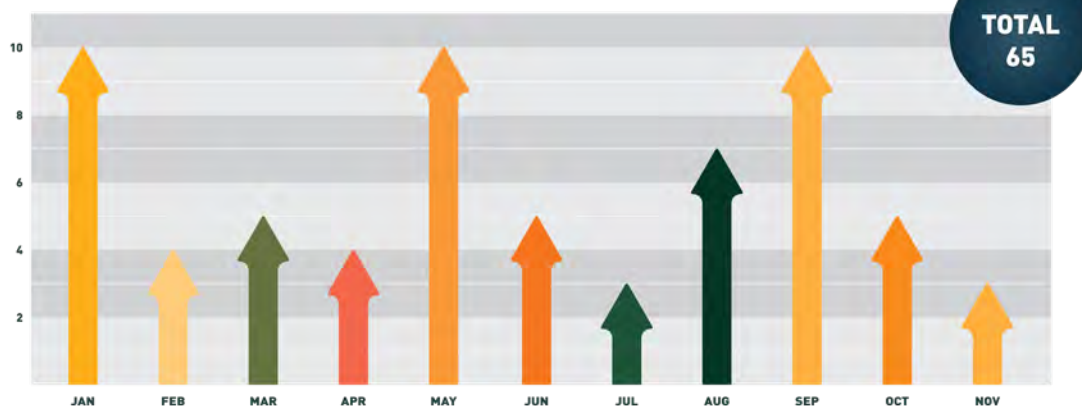
DIPS

5 LOWEST PERFORMING MONTHS IN THE PAST 5 YEARS



UPGRADES 2025

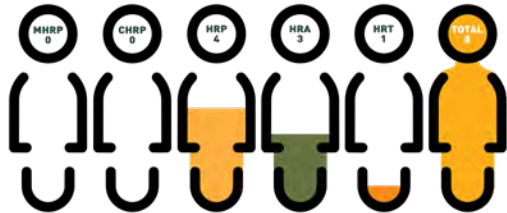
TOTAL MEMBERSHIP UPGRADES FOR 2025



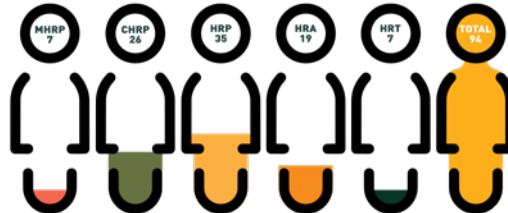
BUFFET MEMBERSHIP | NEW AND EXISTING

The journey to provide members with flexibility and choice was the order for the day members have indicated their interest in efficiency and convenience, therefore that is what we have provided. Buffet membership has easily assisted members to pay once and attend all SABPP events. This means that if a member wants to attend our conferences or workshops, they do not need to pay out additional fees. However, on the standard category they are not guaranteed additional access to events and conferences.

NEWS REGISTRATION BUFFET MEMBERS 2025

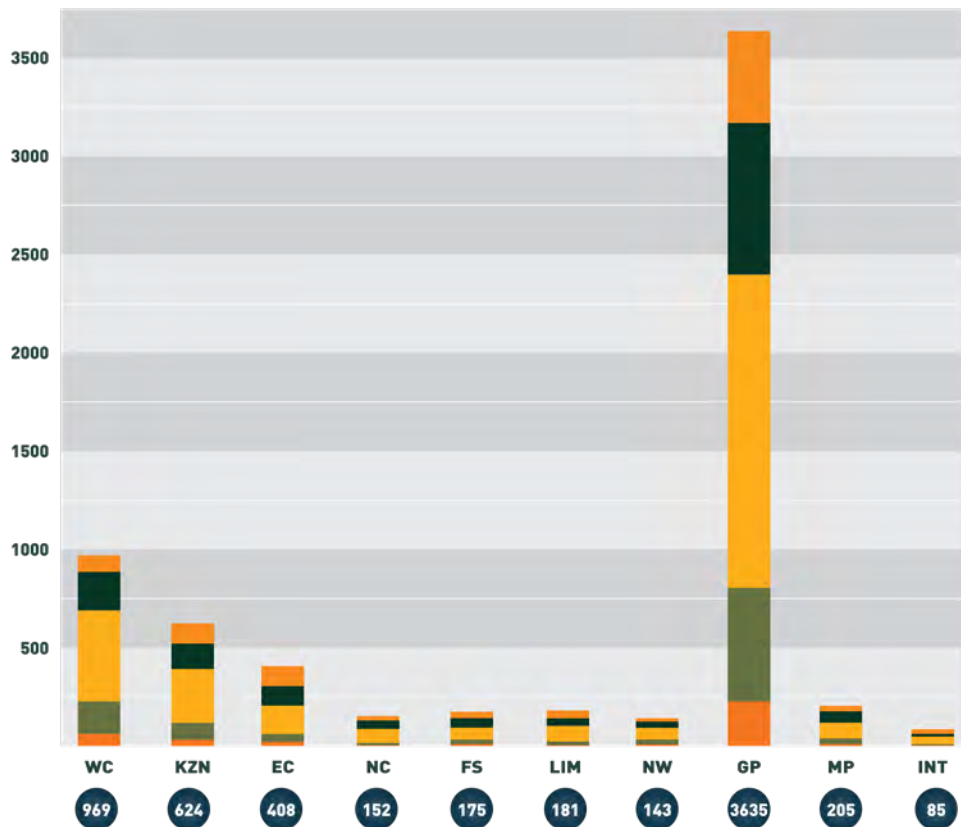


PROFESSIONAL LEVEL BREAKDOWN | RENEWALS



SABPP MEMBERSHIP FOOTPRINT

Our membership footprint below is a breakdown of SABPP membership across all provinces as of 31st December 2025



The numbers above exclude non-professional levels i.e., Professional Practice Champions, HR Candidates and HR Students.

The membership numbers are shown as below:

Professional membership (HRT to MHRP)	6 577
HR Candidates	15
Student Members	700

Total **7 292**



MARKETING

OVERVIEW OF ACTIVITIES FOR THIS REPORTING PERIOD

SABPP continued hosting the online workshops and face-to-face conferences successfully.

CONFERENCES | OVER 349 DELEGATES ATTENDED

- » Ethics and HR Governance Conference » March 2025
- » Learning and Development Conference » June 2025
- » Annual People Factor Conference » September 2025
- » Labour Market Conference » October 2025
- » Organisational Development and Change Conference » October 2025

KEY EVENTS

- » Annual General Meeting » 10 April 2025
- » Inaugural Launch National HR Day » 17 October

WORKSHOPS | OVER 300 DELEGATES ATTENDED

- » Ethics Foundation Workshop
- » HR & Organisational Ethics Workshop
- » People Practices & Governance Standards Workshop
- » HR Policies Workshop
- » Strategic HR Business Partner Workshop
- » HR Service Delivery Best Practices Impacting HR Effectiveness

FIELD AGENTS

To help the profession become more visible and keep the SABPP flag flying high, we have seven members who are recognised as field agents from the provinces listed below.

- » Gauteng = 3
- » Mpumalanga = 1
- » Limpopo = 1
- » Western Cape = 2

COMMITTEE	DATE	ATTENDEES
GAUTENG GREATER GAUTENG	26 June	8
GAUTENG TSHWANE	04 July	11
GAUTENG SOUTH VAAL	12 August	37
LIMPOPO TZANEEN	17 July	5
LIMPOPO POLOKWANE	18 July	6
FREE STATE WELKOM	25 June	10
FREE STATE BLOEMFONTEIN	31 July	31
NORTH WEST RUSTENBURG	11 June	7
NORTH WEST MAHIKENG	09 June	10
NORTH WEST POTCHEFSTROOM	10 June	7
WESTERN CAPE CAPE TOWN	03 July	25
KWAZULU-NATAL DURBAN	22 May	36
KWAZULU-NATAL PIETERMARITZBURG	23 May	9
MPUMALANGA HIGHVELD	20 May	16
MPUMALANGA LOWVELD	21 May	17
NORTHERN CAPE KHATU	29 July	7
NORTHERN CAPE KIMBERLEY	30 July	10
EASTERN CAPE GQUBERHA	20 June	9
EASTERN CAPE MTHATHA	18 June	17
EASTERN CAPE EAST LONDON	19 June	40

SPONSORSHIPS

Infomage Rims Group (IRG)

The following organisations utilised our website platform and People Factor Magazine to place their advertisements:

- » GIBS Leader as Coach Programme
- » Career Pathing Solutions
- » Global Prospectus Development Institute

The following organisations utilised our website platform to place their HR Job Vacancies

- » Rhodes University
- » Stellenbosch University
- » Robben Island Museum

Our visibility on our social media platforms.

- » Twitter – 18 967
- » Instagram – 2 453
- » LinkedIn – 39 951
- » Facebook – 6 569

PROFESSIONAL SOLUTIONS AND BUSINESS

hr audit • people practices and governance standards • special projects • hr candidate programme

HR AUDIT

SABPP demonstrated significant improvement in securing audits for the 2025 period, with KAMOA accounting for the largest audit portfolio. This performance reflects notable progress compared to the 2024 financial year.

Despite ongoing challenges in securing readily available auditors, the department proactively planned HR Auditor training for interested members. Only one training session was conducted during the year; however, strong member interest was observed. Additional training sessions will be scheduled in the forthcoming year to strengthen auditor capacity and ensure adequate resourcing for future audits.

Overall, the department successfully conducted 12 audits across various organisations, including five audits for KAMOA. This achievement demonstrates solid progress towards the annual target and is attributed to the department's unwavering commitment and the professionalism of the auditors, who consistently ensured full compliance with SABPP HR Audit standards.

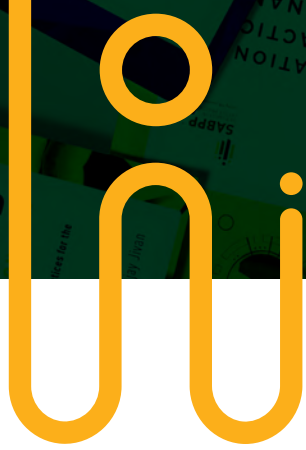
The committee met online quarterly to discuss any challenges regarding applications and also had two extra special committees meeting to elect the new vice chairs and to train new committee members.

AUDITED ORGANISATIONS

- » South Electric Wire Company (SOEW)
- » KAMOA
- » Kakula
- » Kamoia
- » Kansoko
- » Smelter

OVERALL AUDIT

- » Central Bank of Eswatini (CBE)
- » Tshwane Automotive Economic Zone (TASEZ)
- » Amatola Water Board
- » Eswatini Revenue Services (ERS)
- » Gauteng Partnership Fund (GPF)
- » Public Servants Association (PSA)



PEOPLE PRACTICE AND GOVERNANCE STANDARDS

Several organisations were trained on the People Practice and Governance (PPG) Standards. Although the department did not fully achieve its annual target, a notable improvement in participation was recorded compared to the previous year. A total of 191 members were trained on the PPG Standards during the 2025 reporting period.

- » **Tshwane Automotive Special Economic Zone (TAZES)**
- » **KAMOA Copper (Sandton office)**
- » **KAMOA (DRC)**
- » **Walter Sisulu University (WSU)**
- » **South Ocean Electric Wire (SOEW)**
- » **FAIS OMBUD**
- » **Interwaste Environmental Solution**
- » **MICT SETA**
- » **Eswatini Revenue Services (ERS)**
- » **Central Bank of Eswatini (CBE)**
- » **CMAC**
- » **Eswatini Revenue Services (ERS)**



SPECIAL PROJECTS

- » **Schauenburg Systems**
- » **The Eswatini Revenue Services**



HR CANDIDATE PROGRAMME

The purpose of the HR Candidate Programme is to develop the skills of HR candidates in line with the South African National HR Competency Model. The programme recognises that each candidate's development needs are unique and therefore focuses on both the practical application of HR knowledge and the emotional maturity required of HR practitioners at all levels.

There is an increase in organisational interest in enrolling their HR interns/graduates in the HR Candidate Programme. 15 HR graduates from various organisations were successfully registered on the programme.

- » **SANRAL**
- » **University of Limpopo**
- » **Revlon**
- » **Kanu**
- » **SANC**
- » **Turboseal services**
- » **Standards Bank**
- » **Tolcon**
- » **CEF**
- » **University of Western Cape**
- » **Royal Bafokeng Holdings**
- » **Gubhela Projects**

AUDITOR CAPACITY BUILDING AND STAKEHOLDER ENGAGEMENT INITIATIVES

- » **HR refresher training for HR Auditors**
- » **HR Auditor training to increase auditor's database.**
- » **Strengthen relationships with Audited organisations ensuring there is room for feedback.**
- » **Showcase the importance of the HR Candidate Programme to various organisations.**
- » **Increased company visits and networking opportunities.**

THREE RESEARCH AND ASSURANCE

research • fact sheets • university accreditation • learning and quality assurance

RESEARCH

Our journey to research and to develop and embed standards for good people practices in organisations endures. It ensures our continued relevance and mission, as it ensures a sound body of knowledge of good practices to professionalise HR and people management. This journey formally began in 2013 with the launch of the HR Management System Standards Model and the SABPP National HR Management Standard (HRMS) and continued with the revision of the HRMS and related System Model in 2022/3. Through the Standard we addressed the need to respond strategically to the evolving world of work. We have explored this evolving world through our many Fact Sheets across the years and opened spaces to debate how we are framing and addressing the evolving world. The launch of the National People Practices and Governance Standard (PPGS) and the People Practices Standard System Model in 2023 helps to navigate the evolving context, discourse, practices, and shifts in the people function. As in 2024, we continued to engage various stakeholders and organisations in 2025 on their understanding and adoption of the PPGS.

Reviewing the trends and topical issues in 2025, we find continuing affirmation of the validity, relevance, and applicability of the framework of people strategy themes in the PPGS. We explored some of these trends and topical issues in our Fact Sheets. These Fact Sheets continue our important work on engendering critical debates within the SABPP membership and the broader HR community. As previously noted, the Fact Sheets serve as reflexive spaces and are critical for keeping the body of knowledge alive, robust, and relevant. And to provoke critical query on, and imagination of, the future. The Fact Sheets, then, help to ensure that HR practitioners and the broader community of learning practitioners in occupational and higher education spaces are not ensnared in chasing the latest 'fad', 'shiny object', or the rehashing of lists of 'best practices'. The Fact Sheets, as with the PPGS, focus on good and ethical people practices, which is aligned with the mission of the professional body. These can serve as the meta framework or 'scaffolding' for the HR community to critically engage with trends, fads, and topical issues. During the SA HR University Forum (SAHRUF) annual conference, which SABPP hosted this year, we emphasised this scaffolding and the importance of differentiating good and best practice.

We continue to support research development and dissemination in different ways. This includes the conferences and the publication of topical Fact Sheets that anticipate people trends and issues as well as the research support provided to academics and learners completing their Masters and Phd degrees. For example, this was support for the following research:

- » **exploring employee perceptions and expectations of wellbeing and retention initiatives**
- » **total rewards in the remote work era**
- » **use of artificial intelligence in human resource management**
- » **emerging females' academic progression**
- » **women's career advancement in STEM professions**
- » **framework for artificial intelligence integration in strategic human resources management through ethical leadership**

We thank the SABPP membership for their continuous support of research that contributes to the body of knowledge of the HR profession.

FACT SHEETS

The Fact Sheets continues to be one of the core resources of the SABPP along with the PPGS and related Toolkits. The Fact Sheets serve as a key resource for the HR community (including academics, students, and the general public) providing rapid reviews and facilitating informed practice. In 2025 the Fact Sheets series began with the first issue on navigating the evolving landscape of 2025, which also examined the implications for setting HR priorities. The next Fact Sheet then explored best practice, good practice, and evidence-based practice. The Fact Sheet that followed examined complex problem-solving. These three Fact Sheets provided critical lenses and frameworks to navigate the evolving global and local landscape. The Fact Sheets that followed examined the use of psychometric in organisations and the phenomena of quiet quitting. Lastly, one of the Fact Sheets shared the key insights from the annual SAHRUF conference that was hosted by the SABPP this year. The Fact Sheets try to balance the advancement of HR practitioner's professional knowledge and development as well as the provision of an applied learning resource as well as guidance on practice.





UNIVERSITY ACCREDITATION

We continue our engagement and building of relations with the institutions of higher learning to further the mission of professionalising HR. This includes the accreditation of the Departments of Human Resources and Industrial and Organisational Psychology, with the SABPP Higher Education Committee, as a HR professional body recognised by the South African Qualifications Authority (SAQA). We continue to reinforce and build the pipeline of university accreditations. In 2025 we successfully completed the reaccreditations of Stadio Higher Education and EDUVOS.



LEARNING AND QUALITY ASSURANCE

SABPP continue to work through the challenges stemming from the ending of the historical qualifications and the transition to the occupational qualifications. We are actively engaging various stakeholders – from the QCTO to the SETAs and Skills Development providers – to manage the various contingencies from the transition. Our resolve is to maintain objective quality assurance of learning provision and continuous professional development. And we continue to build on our quality assurance reputation, including the consistent hosting of the Final Integrated Summative Assessments (FISAs). We have successfully grown the number of learners completing the FISAs and the number of accredited CPD providers.

We see a steady throughput of learners in the pipeline of historical qualifications as the learners complete their qualifications, which includes where applicable the Final Integrated Summative Assessment (FISA). The team continues to engage stakeholders and help skills development providers (SDPs) to navigate the throughput of learners and the various challenges including in the regulatory environment. The SABPP was part of the process of realigning the historical HR qualifications with the Services SETA and we see the SDPs transitioning to these realigned occupational qualifications. These have been approved and are ready for uptake by learners. The SABPP is awaiting feedback from the SETA and QCTO as they consider the possible roles of professional bodies, specifically SABPP's role as an Assessment Quality Partner (AQP) given its expertise, in the occupational qualifications landscape.

SABPP continues to ensure that sound quality assurance maintained as per the delegated function as a Quality Assurance Partner of the Quality Council of Trades and Occupations (QCTO). The SABPP team ensured the consistent roll out of the FISA. The team continues its commitment to a high standard of customer service while maintaining professionalism, independence, and value for learners through the quality assurance process and its lean capacity. The below statistics illustrates the dedication and tireless effort of the team members to quality assurance as the ending of the legacy qualifications and the difficult socio-economic conditions continue to unfold. In terms of reporting, the SABPP diligently provides quarterly reports to the QCTO on its role as Quality Assurance Partner and Assessment Quality Partner for the FISA.

FINAL INTEGRATED SUMMATIVE ASSESSMENT

Qualification	Number of learners
FETC HR NQF Level 4 - SAQA ID 49691	96
National Diploma in HR NQF Level 5 - SAQA ID 49692	308
FETC Business Administration NQF Level 4	4
Generic Management NQF Level 4	39
Generic Management NQF Level 5	27
Total	474

ACCREDITATIONS

Renewal of provider accreditations	
Qualifications	17 SDPs
Registration of assessor and moderators	
Assessors and Moderators	30
Quality assurance of providers	
External moderation	22 SDPs

CONTINUOUS PROFESSIONAL DEVELOPMENT (CPD)

PROVIDER CPD

As the HR professional body, we review and approve CPD activities by training providers from academia and industry as well as the certification of CPD events and training. The table below details the total number of CPD activities approved during the year.

Approval and certification of CPD events	
Approval of CPD activities	129

PART



FUTURE OUTLOOK

OUTLOOK

SABPP STAFF

NATIONAL HR DAY CELEBRATION

THE OUTLOOK

2025 laid a powerful foundation. We celebrated the Year of Appreciation, strengthened governance, expanded our national footprint, and reinforced our professional standing. The momentum we created was not accidental it was intentional, strategic, and values-driven.

SABPP has declared 2026 the **Year of Clarity**. It is a year of focus, alignment, and decisive execution. If appreciation shifted our mindset in 2025, clarity would sharpen our direction in 2026. Clarity in purpose. Clarity in systems. Clarity in value. Clarity in impact.

In recent times, we have often been overly critical of ourselves, our teams, our leaders, and even our nation. In 2025, we challenged ourselves to shift the narrative — to recognise hard work, resilience, and the quiet sacrifices that sustain organisations and communities. We reminded ourselves that appreciation is more than a gesture; it is a mindset. As a people-focused profession, we planted seeds of gratitude and began nurturing them into deeper connection, collaboration, and progress.

Now, in 2026, clarity builds on that foundation. It requires us to move beyond recognition toward refinement. To align intention with action. To ensure that every programme, partnership, and professional standard directly advances our mandate. The Year of Clarity calls on us to simplify where necessary, strengthen where possible, and eliminate what no longer serves our strategic goals.

The Year of Appreciation was not merely a theme; it was a strategic pillar of our 202030 Vision. Likewise, the Year of Clarity is a strategic accelerator. Our goals for 2026 remain ambitious and firmly aligned with growth, inclusion, innovation, governance excellence, and measurable professional impact.

2026 is the year we execute with precision, communicate with confidence, and lead with unwavering focus.

SABPP'S TEN-POINT CLARITY AGENDA FOR 2026

In pursuit of clarity and continuous improvement, SABPP will focus on the following ten strategic priorities:

- 1

CLARIFYING AND STRENGTHENING THE MEMBERSHIP VALUE PROPOSITION.
- ENHANCING, DEVELOPING, AND CLARIFYING THE ROLES OF STAFF, BOARD, COMMITTEES, AND KEY STAKEHOLDERS.

2
- 3

STRENGTHENING AND CLARIFYING RELATIONSHIPS, PARTNERSHIPS, AND ALLIANCES, INCLUDING FRIENDS OF THE PROFESSION.
- CLARIFYING THE MEMBERSHIP SEGMENTATION JOURNEY ACROSS ALL PROFESSIONAL LEVELS.

4
- 5

INVESTING IN AND CLARIFYING CONTENT DEVELOPMENT TO ADDRESS GLOBAL AND LOCAL PEOPLE CHALLENGES.
- STRENGTHENING AND CLARIFYING THE PROFESSION'S CONTRIBUTION TO YOUTH DEVELOPMENT THROUGH STUDENT CHAPTERS, CANDIDATE PROGRAMMES, AND YOUNG PROFESSIONAL SUPPORT.

6
- 7

CLARIFYING THE ROLE AND VALUE OF PPGS (FORMERLY HR STANDARDS), HR AUDITS, AND PROFESSIONAL SOLUTIONS.
- STRENGTHENING AND CLARIFYING THE PEOPLE PRACTICES BRAND AND THE SABPP BRAND TO SECURE OUR RIGHTFUL GLOBAL POSITIONING.

8
- 9

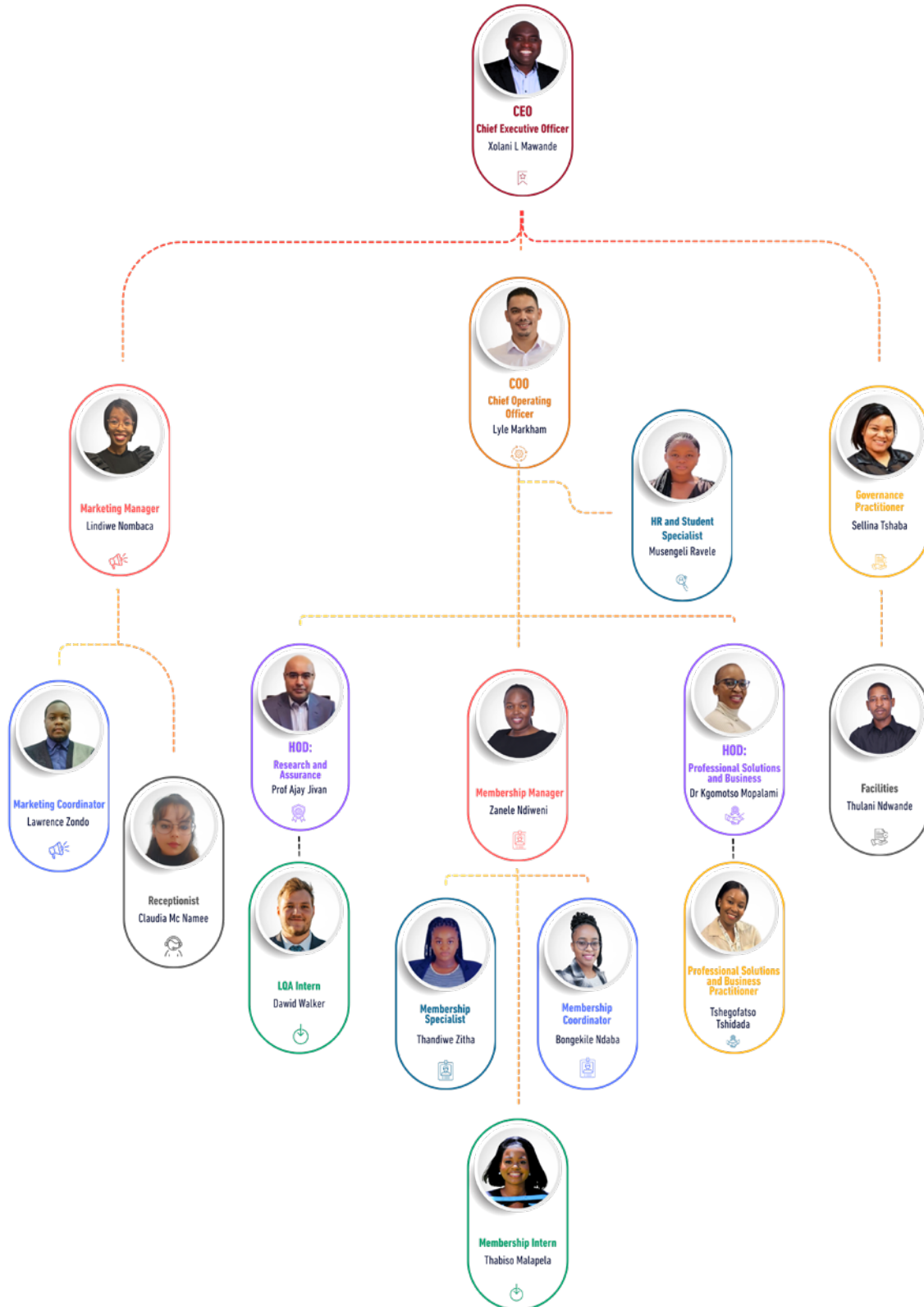
ENHANCING PUBLIC UNDERSTANDING OF THE PROFESSION—FROM TRANSACTIONAL PERCEPTIONS TO STRATEGIC ORGANISATIONAL SUSTAINABILITY.
- CLARIFYING AND STRENGTHENING THE COMPETENCE, CREDIBILITY, AND VALUE CONTRIBUTION OF HR PROFESSIONALS INCLUDING PROTECTING THE PUBLIC.

10

Clarity and improvement go hand in hand. **We perform better when the path is visible and intentional.**

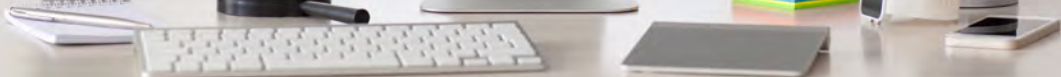
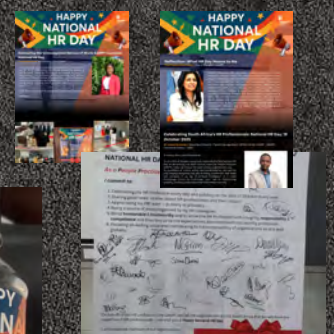
As Robin Sharma reminds us, "Clarity brings mastery. The goals you set drive the actions you take." Similarly, Germany Kent affirms, "When vision is clear, the results will appear."

SABPP STAFF 2026





Celebrating NATIONAL HR DAY




This Annual Report is brought to you by the SA Board for People Practices (SABPP)
Setting HR Standards

A registered professional body with South African Qualifications Authority (SAQA) and a quality assurance body with Quality Council for Trades and Occupations (QCTO)

An NPO 117-218 registered with the Department of Social Development (DSD)

Powered by the People Factor Strategy #202030

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 The People Factor